

MOTION BY SUPERVISOR HOLLY J. MITCHELL

September 13, 2022

Aligning the Probation Department's Hiring Practices with Youth Justice Reimagined

On October 5, 2021, the Board of Supervisors (Board) approved several recommendations from the Chief Executive Officer (CEO) for the Fiscal Year 2021-2022 Supplemental Budget, including a hiring freeze for the Probation Department's (Department) Juvenile Institutions Services (JIS) budget unit. Under this hiring freeze, the Department may request authorization from the CEO to hire additional staff using vacancies in the JIS budget unit to address urgent staffing needs.

On August 3, 2022, the Department received authorization from CEO to hire 150 staff to address staffing shortages in Los Angeles County's (County) juvenile halls. On September 13, 2022, the Department requested that the Board lift the hiring freeze to hire and train new staff and to promote current staff to higher-level positions.

As discussions regarding staffing needs progresses, it is critical to ensure that the Department's hiring practices align with the goals of Youth Justice Reimagined, which envisions a rehabilitative, developmentally appropriate paradigm of services for young people in the County's care. The Board would benefit from recommendations on how hiring practices can ensure the County builds on its progress toward realizing this vision.

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MOTION

SOLIS	_____
KUEHL	_____
HAHN	_____
BARGER	_____
MITCHELL	_____

I THEREFORE MOVE THAT THE BOARD OF SUPERVISORS:

1. Instruct the Chief Probation Officer (CPO) to report back in writing in 7 days on why his ability to seek authorization from the Chief Executive Officer to hire additional staff under the hiring freeze policy is not a sufficient remedy to the Probation Department's Juvenile Division's staffing needs.
2. Instruct the CPO and the Interim Director of the Department of Youth Development (DYD), in consultation with County Counsel, Director of the Department of Human Resources, and other relevant stakeholders, to report back to the Board in writing in 7 days with recommendations on a hiring process that meaningfully includes the DYD, as allowed by State law and County Civil Service Rules, for the purpose of ensuring that future hiring decisions and practices in the Probation Department's Juvenile Division are consistent with and build on progress towards the goals of Youth Justice Reimagined.
3. Instruct the Executive Director of the Probation Oversight Commission to report back in writing in 9 days with feedback on whether these hiring process recommendations provide the Interim Director of the DYD with a meaningful role in the hiring decisions for the Probation Department's Juvenile Division for the purpose of fulfilling the intent of Directive #2.

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(CAS/KAN)